



***Save the Date!***

**Community College Diversity Seminar  
April 28 - 29, 2008**

***Step up! Speak up! Follow up!***

**To:** Community College Presidents  
**cc:** Equity Leadership Team, Equity Coordinators  
**From:** Jeanette Thomas, Consultant, Iowa Dept. of Education  
Bureau of Community Colleges and Career Technical Education  
**Date:** 4/17/2008

The 2008 ***Community College Diversity Seminar*** is scheduled for April 28-29, 2008, and will be hosted by the Iowa Valley Community College District in Marshalltown, Iowa. Joining us again will be keynote speaker Greg Alan Williams, who will assess institutional progress and implementation of last year's "Step Up, Speak Up" training. The conference will be held at the Best Western Regency Inn in Marshalltown (800-241-2974 or 641-752-4412). A block of rooms has been held at a rate of \$73.79.

The team of 7-8 from each Community College that participated in the April 2007 Seminar is again invited to participate in this event. Colleges should feel free to alternate team members if they chose. The Seminar is an Iowa Department of Education initiative to assist Community Colleges to meet Goal #5 in the State Strategic Plan related to the participation and success of underrepresented students in non-traditional careers.

To begin the process of sharing best practices, a Presidents Panel will be convened to discuss college programming and initiatives that address the recruitment, enrollment, and retention of persons from underrepresented groups. Chris Russell of IVCCD will moderate the panel. There will also be an opportunity to network with fellow participants during a mini grant poster session on the evening of the 28<sup>th</sup>.

The program on the second day of the Seminar (4/29) will include informative sessions on relevant topics presented by community college representatives. A call for proposals is attached and should be forwarded to Laura Browne at Marshalltown Community College.

### **Seminar Objectives:**

- To provide information related to the issues of educational equity and diversity in terms of race, national origin, language, gender, disability, religion, age, sexual orientation and socioeconomic status.
- To share and develop best practices and resources for recruiting, enrolling, retaining and graduating students in career areas nontraditional for their gender, students from underrepresented racial/ethnic groups and students with disabilities.
- To share statewide data and trends on enrollment, retention and completion rates of underrepresented students, and the employment of minority racial/ethnic groups in faculty and administrative roles in Iowa's community colleges.

### **Team Selection:**

As you consider the make-up of your Community College team, please include a blend of administrative and instructional staff from multiple campuses including:

- Members of program improvement/accreditation team, Quality Faculty Plan Team or Diversity Team.
- Equity Coordinators (related to compliance with Title IX (gender), Section 504/ADA (disability) and Title VI (race, national origin/language)).
- Staff members involved in recruitment, enrollment, retention and graduation of students in career areas nontraditional for their gender.
- Staff members involved in recruitment, enrollment, retention and graduation of students from low-income families or minority, racial/ethnic groups that are underrepresented.
- Career Technical Deans, program directors and instructional staff.
- Staff who work with or serve as liaison with K-12 programs.
- Faculty who have included diversity efforts in their professional development plan.

**Registration:**

Registration information is included below. The registration fee is \$50 for each team member with a \$50 bonus reduction for teams of 5 or more people. All materials and lunch will be provided on both days. Each Community College is responsible for other meals, mileage and lodging for one night.

**Questions:**

Any inquiries regarding the Community College Diversity Seminar may be directed to **Jeanette Thomas, 515-281-3636 or [jeanette.thomas@iowa.gov](mailto:jeanette.thomas@iowa.gov)**.

***Goal #5: The Community Colleges of Iowa will recruit, enroll, retain to completion or graduation persons of under represented groups in all programs. Recruit and retain persons from minority racial/ethnic groups in faculty and administrative roles.***

Initiatives:

- A. Implement activities and services provided by the college and in the community that increase awareness of the importance of gender equity and ethnic diversity as it relates to the social and economic development of communities in a global society.
- B. Implement strategies to increase the awareness of K-12 students as to the opportunities available through careers that are non-traditional for their gender.
- C. Increase collaborative efforts among community colleges, school districts, and community based programs to target potential students in underrepresented populations (including persons from minority racial/ethnic groups, men and women in careers non-traditional for their gender, individuals with disabilities, the incarcerated, welfare participants, single parents and displaced homemakers, older and immigrant workers, and high school dropouts) in order to prepare them to be more productive workers.
- D. Replicate, enhance, and/or design exemplary programs to increase women and persons from minority racial/ethnic groups in leadership and faculty positions in collaboration with school districts, higher education, and business/industry and community based organizations.
- E. Design and implement retention strategies and opportunities to ensure that the faculty and staff meet the needs of underrepresented populations by utilizing research-based best practices and continuous assessment.
- F. Strengthen support systems that increase successful transfer and/or employment of persons from minority racial/ethnic groups and non-traditional students.
- G. Evaluate the effectiveness of strategies designed to reduce disparities in enrollment, retention, and graduation by gender and racial/ethnic background.
- H. Evaluate effectiveness of strategies to recruit and retain persons from minority racial/ethnic groups in faculty and administrative roles.

**April 28-29, 2008**  
**Community College Diversity Seminar**  
**Marshalltown, IA**  
**Registration Form**

<b>Community College or Agency:</b>			
<b>Contact Person:</b>			
<b>Address</b>			
<b>City:</b>		<b>Zip:</b>	
<b>Phone:</b>		<b>Fax:</b>	
<b>Email Address</b>			
<b>Participants</b>			
<b>Name</b>	<b>Title</b>	<b>Phone</b>	<b>Email</b>
1.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			
10.			

Checks Payable to: Iowa Valley Community College District

Email or fax your registration to:  
 Ms. Lorraine White  
 Marshalltown Community College  
 Email: lorraine.white@iavalley.edu  
 Fax: 641-752-1692  
 Phone: 641-844-5606

## **MINI GRANT POSTER SESSIONS**

**The poster sessions will highlight successful strategies, activities, and programs carried out with funding from the Department of Education's community college mini grants. This experience will serve as an effective forum for the exchange of information and a means to communicate ideas, research, and programs that are geared toward Goal 5 in the State Strategic Plan.**

**Poster sessions may present any of the following:**

- **retention strategies and opportunities**
- **activities and services**
- **k-12 strategies**
- **collaborative efforts**
- **support systems**
- **descriptive evaluation strategies**

**Presenters must arrange for their own display materials, including hardware and software. A limited number of 6' tables will be provided for each accepted Poster Session presentation. Conference participants will be free to move from one presentation to another during the Poster Session. Presenters are encouraged to have ample handout materials available for participants.**

## PRESENTATION/POSTER SESSION PROPOSALS

The Equity Leadership Team is soliciting proposals for 2008 Diversity Seminar. These sessions may highlight something you are doing on campus related to equity/diversity issues or focus on a partnership with a K-12 school district, AEA or higher education. PLEASE consider sharing your expertise, successes and challenges in a session by filling out the attached form.

<b>Community College or Agency:</b>					
<b>Contact Person:</b>					
<b>Address</b>					
<b>City:</b>		<b>State:</b>		<b>Zip:</b>	
<b>Phone:</b>			<b>Fax:</b>		
<b>Email Address</b>					
<b>Presenter(s):</b>			<b>Title:</b>		
<b>(Check one)</b> <input type="checkbox"/> <b>Presentation Title:</b> _____ <input type="checkbox"/> <b>Poster Session Title:</b> _____					
<b>AV Equipment needed for your presentation? Please provide your own laptop for PowerPoint. (List below):</b>   					
<b>Presentation Description: Please attach a description of 150-200 words.</b>					
<b>Intended Audience:</b>					
<b>Would you be willing to host another session? If yes,</b> <b>Name:</b> _____ <b>Email:</b> _____					

**EMAIL YOUR PROPOSAL TO JEANETTE THOMAS AT**  
**[JEANETTE.THOMAS@IOWA.GOV](mailto:JEANETTE.THOMAS@IOWA.GOV)**  
**OR FAX TO: 515-281-6544**

**Iowa Department of Education  
Community College Diversity Seminar, April 28-29, 2008**

***Step Up, Speak Up, Follow Up!***

**April 28:**

8:30 - 9:30 am	Registration and Refreshments
9:30 - 9:45 am	Welcome- Tim Wynes, Chancellor, Iowa Valley Community Colleges District Jeanette Thomas, Equity Consultant, Iowa Dept. of Education
9:45 - Noon	GregAlan Williams, <i>Step Up, Speak Up! Follow Up!</i>
Noon - 12:45 pm	Lunch Presentation Keeping Hope for Africa – Moses Bomett, Valley High School
1:00 - 2:00 pm	Brainstorming Session GregAlan Williams and Quentin Hart
2:15 - 3:00 pm	Presidents Panel
3:15 - 4:00 pm	Group Reports

**April 29:**

7:30 - 8:30 am	Registration and Refreshments
8:30 - 9:30 am	Concurrent Sessions I
9:30 - 9:45 am	Break
9:45 – 10:45 am	Concurrent Session II
10:45 - 11:00 am	Break
11:00 - 12:00 pm	Concurrent Session III
12:00 - 1:00 pm	Lunch and Wrap-up



**GregAlan Williams**

GregAlan Williams is a true-life hero who saved the life of a Japanese-American man by pulling him to safety during the Los Angeles riots in April 1992. He is the recipient of the 1998 Anne Frank Humanitarian Award and first recipient of the Salem Award for Justice for his critically acclaimed memoir on tolerance and compassion, *A Gathering of Heroes*. Williams' first book was hailed as "a moving illumination of the meaning of brotherhood." (Kirkus Review)

He is a popular speaker at local schools, community organizations and at such prestigious universities as Howard University and Harvard University. He also speaks on behalf of many human rights groups including the Anti-Defamation League, Facing History and Ourselves, the American Federation of Teachers and the Elie Weisel Foundation for Humanity.

His career as an actor continues with his work opposite Danny Glover in *Freedom Song* and with Cicely Tyson in the CBS miniseries *Mama Flora's Family*. He also takes time out to appear in a recurring role on the hit show, *The Sopranos*.

In 1995 the PBS production of Williams' one-man play, *The Life and Times of Deacon A. L. Wiley*, won top honors at the Black Filmmakers Hall of Fame Film Festival. Williams recently released *In Pursuit of Happiness*, a corporate training video on intolerance in the workplace.



### April 29 Concurrent Sessions

Session	Room/Title/Presenter	Description
Continental Breakfast 7:30 - 8:30 am	Room 608	Please sit with your team to plan your session attendance for the day.
Concurrent Sessions I 8:30 - 9:30 am	<b>Understanding Asian and Pacific Islander Identities in the Community College</b>  <u>Cyndi Chen</u> , Commission on the Status of Iowans of Asian and Pacific Islander Heritage  Host -	Asian and Pacific Islander population (API) is one of the fastest growing minority groups. As a group they have attained high levels of educational and income, but API youth face a range of challenges that may affect their ability to persist in college. This interaction will lead to greater understanding API student ethnicity, misperceptions, and subsequent challenges faced in the classroom.
	<b>Immigration Issues and the Community College – Responses to Changing Demographics</b>  <u>Lori Chesser</u> , Davis, Brown, Koehn, Shors & Roberts, P.C  Host -	As immigration increases, so does its influence on demographics in Iowa including the demographics of higher education. How and why have the community colleges and universities responded to a growing immigrant population on campus? This workshop will cover the basics of immigration law, including ways immigrants can obtain legal status, family-based immigration, refugee status, political asylum, citizenship, deportation, and the plight of the undocumented.
	<b>Iowa Minority Youth Congress</b>  <u>Melissa Esquivel</u> , Iowa Youth Congress <u>Amina Lovan and Benjamin Nicks</u> , Southeast Polk High School <u>Bryne Berry</u> , Hoover High School  Host -	Hear about issues affecting minority students and what they are doing about it. This session highlights the Iowa Youth Congress and their involvement in addressing legislative issues important to them. Issues addressed included the drop-out age, minority teacher recruitment, cultural awareness, and the Iowa Promise Act, to name a few. Representing 48 Iowa schools, these high school students developed legislative bills for consideration by the Iowa General Assembly.
BREAK 9:30-9:45 am	Room 608	

Concurrent Sessions II 9:45 - 10:45 am	<b>Diversity on the College Campus and in the Workplace</b>  <u>Leisa Fox</u> , Association of Business and Industry  <u>Sue Gibbons</u> , Des Moines Area Community College  Host -	DMACC was named the winner of the Greater Des Moines Partnership’s prestigious 2008 Diversity Award that recognizes organizations that create a diverse work force and client base, as well as an “environment of inclusion in greater Des Moines.”  During this workshop hear about the activities and programs offered at the different campuses designed to help every person feel welcome. Discussion will also focus on Central Iowa Works and the strategies identified by local leaders and businesses to find the new workers required to fuel the economic expansion that is taking place in our state. Iowa needs to tap its under-utilized workers—the newest wave of immigrants settling in Iowa, the under-employed, older workers, individuals with disabilities, and others—and provide them with the skills needed to fill these jobs of the future.
	<b>Iowa Interpreter Program</b>  <u>Armando Villareal</u> , Iowa Commission on Latino Affairs  Host -	The Iowa Interpreter Programs provides a much needed skill set for students entering the workforce and instructors to use in the classroom. The interpreter program’s goal is to develop a mechanism for establishing a process to qualify Spanish/English interpreters for general and specialized interpretation. A reliable training and testing process will be established to serve individuals working in and with <i>health, court and social services</i> . Latino Affairs works with Des Moines Area Community College (DMACC) to enroll, provide financial assistance, and to graduate qualified interpreters.
	<b>Culturally Competent Career Counseling</b>  <u>Rhonda McRina</u> , Hawkeye Community College  Host –	Culturally relevant perspectives and interventions are important when working with students of color. This workshop will explore how the personal and career guidance experiences of students of color impact their career aspirations. Discussion will also focus on educators’ professional and ethical obligation to be knowledgeable about the unique needs of this population.
BREAK 10:45 - 11:00 am	Room 608	

Concurrent Sessions III  11:00-12:00 pm	<b>Minority Student Participation and Outcomes - Reviewing MIS Data</b>  <u>Tom Schenk</u> , Department of Education  Host –	Iowa’s community colleges serve a larger than proportional share of the state’s minorities. For many of them, community colleges serve as a bridge to employment or a university. This presentation will use data from the Iowa Community College MIS to discuss the participation and the outcomes of minorities in community colleges.
	<b>Quad City Minority Program – A Community Approach to Promoting College Access</b>  <u>Karen Roebuck and Wayne Cole</u> , Eastern Iowa Community College District  Host –	Quad City Minority Program (QCMP) Committee, a non-profit organization of educators from Eastern Iowa, discuss their commitment to engaging youth in educational events to encourage self-exploration and critical thinking about future educational opportunities.
	<b>Community Colleges and Reversing the Feminization of Poverty</b>  <u>Rachel Scott</u> , Iowa Commission on the Status of Women  Host –	Review statewide and national data on women’s economic opportunities and challenges and the crucial role of community colleges in assisting women in achieving economic success. Discussion will follow on state and national models for empowering women to remove barriers to education and employment, including innovations in student support and recruitment and retention strategies for non-traditional/gender programs.
Lunch and Wrap-Up  12:00-1:00 pm	Room 608  Please sit with your team to reflect on your experiences today.	



## **A diversity resource for educators!**

Students who see themselves reflected objectively in their educational program tend to develop healthier self-concepts, are more motivated to learn and ultimately achieve at higher levels. At the same time, it is important for all students to see the contributions and perspectives of persons from other groups. This cultivates respect for others and builds a foundation that makes it more difficult for the seeds of stereotyping, bias, discrimination and hates to grow and flourish.

The website is meant to be a tool that supports Iowa educators from kindergarten to postsecondary school in their efforts to recognize and reflect diversity in their classrooms and to provide students with a welcoming, supportive and effective learning environment.

Website sections include: English language learning Disabilities Multicultural Gender Government Sexual Orientation/Identification	Each section offers: Online publications Websites, listservs and portals Career resources Associations and organizations
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For more information, contact: Jeanette Thomas at [jeanette.thomas@iowa.gov](mailto:jeanette.thomas@iowa.gov)